



EMPLOYEE PHOTO CONTEST



"Grandpa started working with farmers and that's where the roots are of the business, but it's also what we do today. Even though we do the big \$10 million dollar jobs we still have a division to do residential and farming projects." – Kirk Martin, President

As fourth-generation dairy and crop farmers, Ben and Sharon Peckman along with their children, Jaina and Curtis, are diligent caretakers of the land. Ben said, "I strive to be a conservation minded farmer using No Till farming practices along with cover crops and very diverse crop rotations." The Peckman's have worked with NRCS (Natural Resource Conservation Service) on several projects. The main goal being to reduce pollution, prevent soil and nutrient loss into local waterways and ultimately, the Chesapeake Bay.

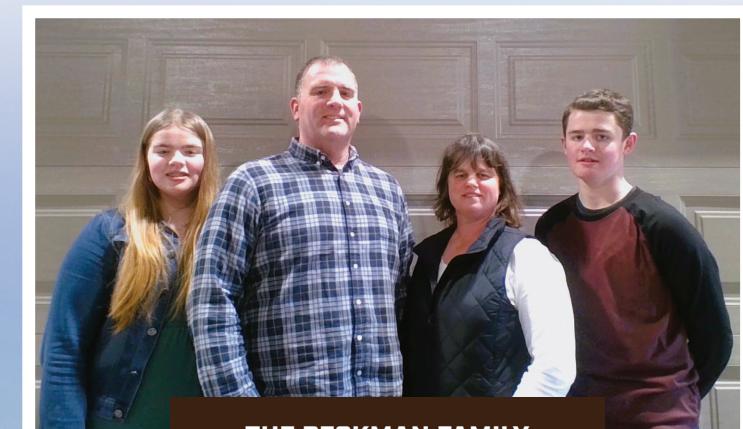
In July of 2023 DHM broke ground for an Ag Chem Storage Building at Slate Ridge Farm in St. Thomas, Pennsylvania. Ben said, "This project is a bit different, but still an important step to eliminate the possibility of experiencing a chemical or fertilizer pollution spill while storing, mixing, and loading my application equipment. The 'spray shed' has a built-in containment area that will contain any leak or spill rather than polluting the nearby stream or ground water. I will be able to store all my liquid fertilizer and chemicals, as well as load the sprayer in one location under roof."

DHM Superintendent Adam Gress worked with Ben on the project. Adam said, "We have worked with NRCS on numerous agricultural projects in the surrounding counties within the past few years. NRCS

offers many different programs to help assist farms and the agricultural community. It is always a pleasure to be a part of these projects and to know we are helping farmers keep pace with the latest developments and technologies."

For Ben, the biggest challenge was "placing the new building along an existing farm lane while keeping the disturbed area in my crop field to a minimum. Getting all the elevations figured out so that the entrances worked out and the drainage swales had a place to drain took a little brainstorming. Adam was able to see what needed to be done and made it work. As the work was finishing up, I was deep into fall harvest. I usually only had a few minutes to check in with Adam and the operators first thing in the morning and they took it from there. Over the course of the project, there were probably 15 or more DHM employees, and while I don't remember many names, they seemed to give it their all, even though this was a pretty small job. It was amazing watching Austin Bear put the finishing touches on the final grading with a 963."

Ben finishes with, "Up until the last two projects DHM has done for us, we worked directly with Jeryl. I think he would be proud of the job Adam and the crew has done."



THE PECKMAN FAMILY



ADAM GRESS
SUPERINTENDENT



"As a new addition, the DHM Environmental Division was required to build a department that met the DHM standards. Through hard work, honest evaluations, internal critiques, and proper hires the division is not only meeting but trying to exceed those expectations". Lynn Martin, Division Manager.

In 2017, the Environmental Division consisted of five employees and two prep crews and seeding equipment. Today, there are 14 employees, four prep crews, and multiple pieces of equipment and vehicles to support the wide scope of work required by DHM and other contractors. The diversity of work has grown to include erosion & sediment control, ground prep/stabilization, landscaping, retaining walls, paver patios, hydro seeding, and bio pond/retention pond plantings. DHM offers its services to commercial and residential contractors/customers.

While the projects vary, Santiago Marquez-Chaparro likes to "Start my day by double checking the schedule once I arrive at the shop. We load materials and equipment for assigned work details. I like to do patios, landscaping, walkways, sitting walls, retaining walls, water features, fire pits and landscape lighting. It's nice seeing the results of the finished project."

Hydroseeding residential yards is Brady Corwell's area of expertise. Brady said, "I like seeing the process of how a yard can go from having very little done to the final prep of starting a beautiful lawn." Bradlee Sheaffer also enjoys hydroseeding and "likes turning dirt into grass." Kenny Hershey enjoys the prep work and "making uneven ground and bad dirt look beautiful for the homeowner."

Assistant Superintendent Robbie Snively appreciates his co-workers. He said, "It's not easy work so I'm proud of everyone that sticks around

and works hard to see the final touches of a project come together." Jaime Gonzalez agrees adding, "they all are hard workers and they put in their part to get the job done."

When asked what they liked best about working at DHM, Franklin Castanos-Leocadio said, "the treatment received from the different directors and the future here." Bradlee, Kenny, and Brady feel that "everyone is friendly and makes you feel like you have a second family." For Gerardo Pena-Salinas his feelings are more personal. "Being Latino, I feel happy to work for DHM because they have treated me very well. The people here are very friendly, which makes me feel happy. I believe I have a future in this company."

Seeing and hearing the exciting work the Environmental Division is doing, it seemed only fair to ask, "What comes next?"

Lynn thoughtfully replied, "Well, we need to maintain the high standards expected by our Site Superintendents, provide opportunities for our division employees to grow inside of DHM with internal training and expand our influence by providing great landscape, hardscape and seeding results to our commercial and residential clients."

He also added, "It's easy to expect excellent results when you have a great team all around you."

Row 1: Robbie Snively, Kenny Hershey, Bradlee Sheaffer, Franklin Castanos-Leocadio, Santiago Marquez-Chaparro
Row 2: Jaime Gonzalez, Brady Corwell, Samuel Mendoza-Perez, Ben Helsel, Gerardo Pena-Salinas, Edwin Espinal

Not Pictured: Not Pictured: Lynn Martin, Pablo Contreras, Fermin Gonzalez



RICH PHILLIP
FLEET MANAGER

Punxsutawney Phil has spoken, "an early spring it is!" Thankfully, signs of Spring are showing us that it is right around the corner. While we begin the transition to warmer weather and longer daylight hours, it comes with a different set of driving risks.

The harsh winter weather that necessitates salting of roadways and plowing, left behind potholes. As you know, hitting a pothole can damage tires and suspension systems. Construction zones will be in full swing as crews will be making improvements and repairs to roadways. In addition to seeing an increase in vehicles on the roads, we will begin to see more pedestrian traffic. With more pedestrians in the crosswalks, and bicyclists and motorcyclists roaming the countryside, please continue to be the cautious and defensive drivers that you are.

As we transition seasons, there are a few upcoming inspection weeks from the Commercial Vehicle Safety Alliance (CVSA) to keep in mind.

BLITZ INSPECTION: MAY 14-16, 2024

This year's focus will be tractor protection systems along with alcohol and controlled substance possession.

OPERATION SAFE DRIVER: JULY 7-13, 2024

CVSA's Operation Safe Driver week is not only centered around CMV's but passenger vehicles as well. Law enforcement will be on the lookout for passenger vehicles and CMV's engaging in risky driving.

BRAKE SAFETY WEEK: AUGUST 25-31, 2024

During this week, inspectors are conducting brake system inspections on large trucks and buses throughout North America.

As regulations continue to tighten around the trucking industry, the weeklong inspections are gaining traction among state leaders as well. It is all focused around the impact that trucks have on the American infrastructure. Please keep in mind that while you may not operate your typical "CMV", even a pickup truck can be considered a CMV in certain circumstances. We've had success year after year navigating these enhanced weeks of enforcement. That success is directly related to each one of you, our DHM drivers!

Enjoy the warmer weather and signs of Spring as we continue to keep the wheels turning here at DHM.




KELLY KRAMER
SAFETY DIRECTOR

Hard to believe that we are a quarter of the way into 2024! I am excited about the good things we are seeing from our field crews and shop so far this year and how 2023 finished up.

From a safety point of view, we ended up having one of our best years in the last five for total recordable incidents (TRIR). Our incident severity also looked good and when you couple that with modified duty jobs to keep injured workers working within the doctor's limitations, it equals less days away from work (DART). All of this keeps our Experience Modification Rate (EMR) looking good for bidding future work. All great news! In the field, we have seen significant improvements in the use of personal protective equipment, documented equipment inspections, and daily job hazard analysis (JHA's).

Thinking about what contributed to the improved numbers for 2023 and a good start to 2024, a few things coming together all contribute to this success. They can be summarized by the acronym AAA. This stands for Atmosphere, Attitude and Action. The atmosphere is the safety culture of the workplace. To me, the atmosphere here can be defined by a very supportive president who stands behind our safety goals and lots of hard-working honest people who strive to do the right thing. Attitude is what defines how you see things and determines how well you do things, whatever they are. Since there has been some turnover in the safety position over the last several years, I believe the safety attitude was lacking. It is hard to improve attitude, but a consistent solid message with accountability is certainly part of the recipe for success. I think our safety attitude is pretty good right now and can improve, but I have noticed a much better "safety attitude" during the last year and so far into this year. The last part of the recipe is "Action". Nothing just magically happens.

IT TAKES HARD WORK AND EFFORT TO MAKE ANYTHING GOOD HAPPEN AND **SAFETY** IS NO EXCEPTION.

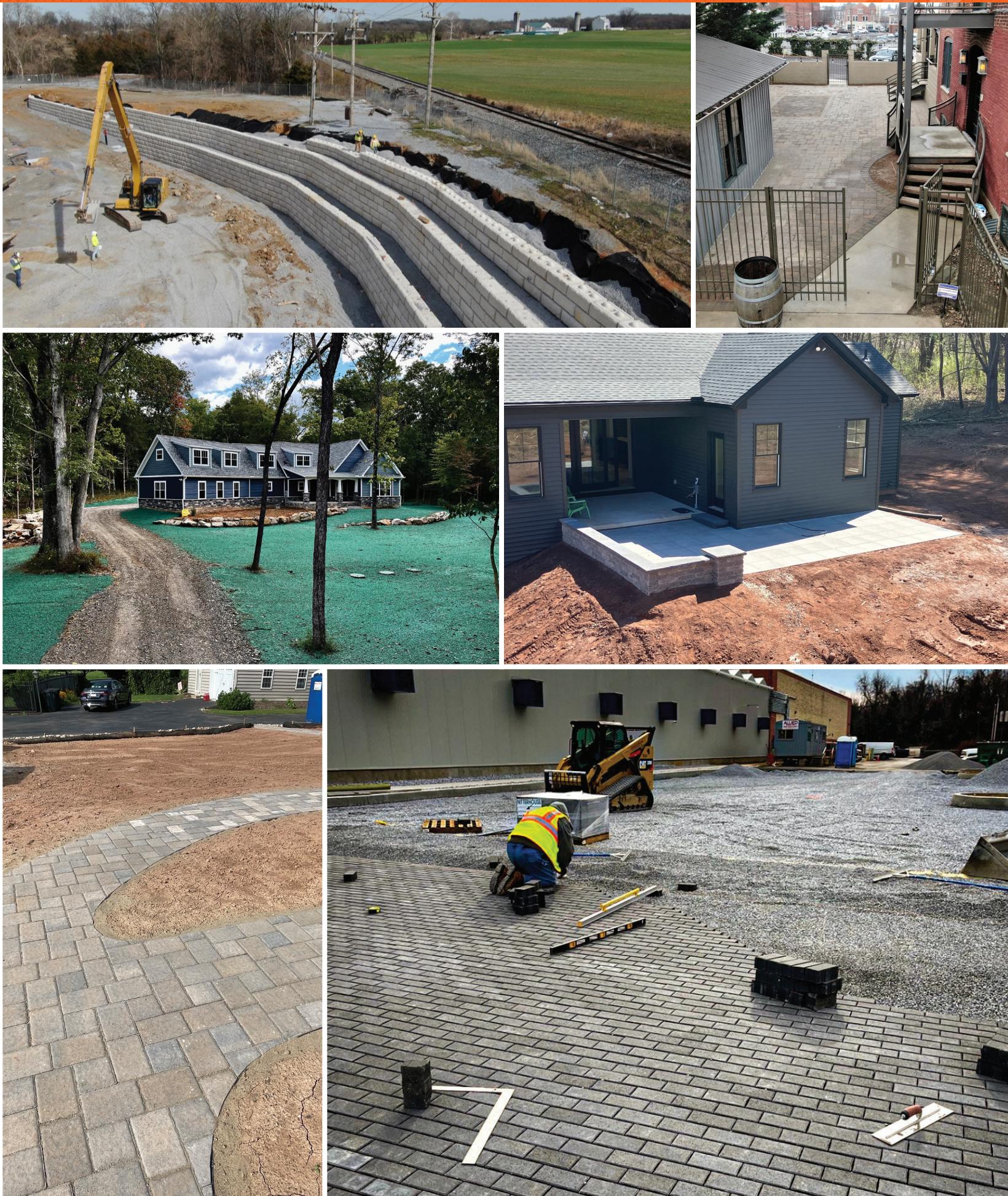
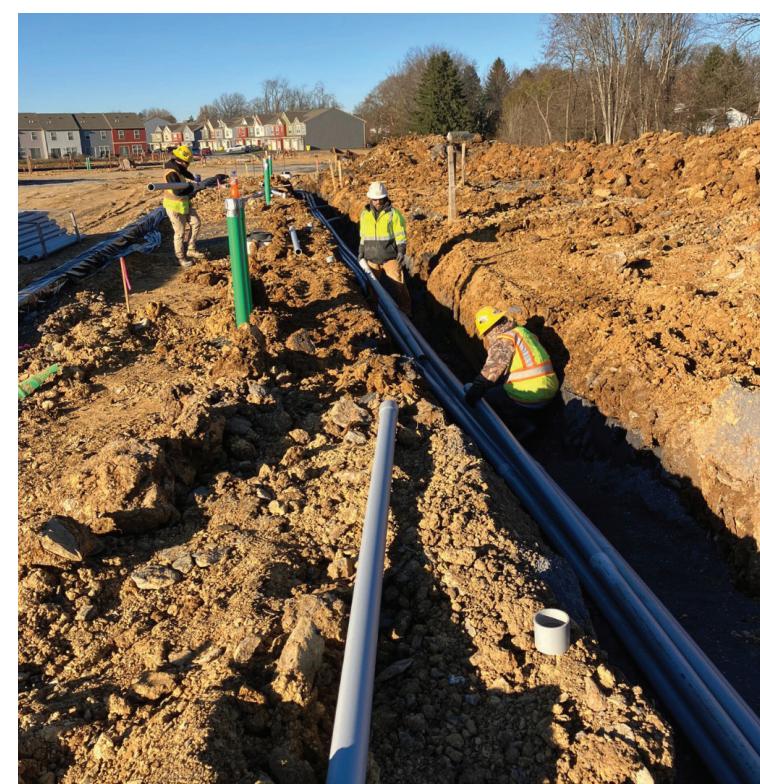
This means having achievable goals and taking steps to include safety in everyday work. Some of the specific actions that have taken place that have contributed to the improvements include an increase in planning and adding safety costs into our jobs.

Everyone is doing a great job, keep up the good work!

With all this good news, there is something called "Chronic Unease"

that is in the back of my mind. This chronic unease can be summarized by "just because something bad has not happened, doesn't mean it cannot happen." A reminder of this came from the U.S. Bureau of Labor Statistic (BLS) report for fatalities this past year. 5,486 workers were killed in the US last year. This is almost a 6% increase from the previous year and the highest in 10 years. To put this into perspective, a worker died every 96 minutes last year! Not good at all. Driving-related fatalities lead the way, accounting for 2,066 of the deaths. Our commercial fleet logged over 2.2 million miles. This type of exposure makes me uneasy.

Everyone is doing a great job, and I am excited about 2024, but I just want to remind everyone to not become complacent, to look out for each other, and to always STOP—THINK, then ACT. Kirk asked us to pass on his message during the Trenching Stand Down meetings that Scott and I held with utility crews last year, "The last thing I ever want to do is call someone's wife to tell them that their husband was killed today or horribly injured." I think we would all agree with Kirk that this should never happen.



NEW HIRES

Shane Carbaugh, Operator, Utilities
Michael Varner, Pipelayer
Edwin Espinal, Laborer, Environmental
Samuel Mendoza, Laborer, Environmental (Rehired)
Patrick Riley, Surveyor
Bonnie O'Leary, Project Accountant

Frank Stine, Vac Truck Operator
Lynn Eberly, Truck Driver
Michael Nguyen, Utility Foreman
Robert Salisbury, Pipelayer
Brandon Lambert, Truck Driver (Rehired)
Cole Gift, Laborer

ELEVATING THE GRADE

Jonathon Horn, Remote Pilot's License
Mike Sharp, Lead Person
Robyn Statler-Hess, Payroll Administrator
Brandon Burton, Estimator

Joshua Erwin, Utility Crew Manager
Patrick Riley, Remote Pilot's License
Robbie Snively, Assistant Superintendent
Brandon Besecker, Obtained CDL

BIRTH ANNOUNCEMENTS

Chase and Lexy Martin
welcomed their first child, son, Deklan

Hunter and Kasey Martin
welcomed their second child, son, Silas

EMPLOYEE NEWS

BOB ERWIN



It was a clear, sunny afternoon in late February when tri-axle driver Bob Erwin was traveling on a back road in Shippensburg, PA. As he approached three children on bicycles, Bob slowed his speed and started to move to the left lane to allow plenty of room when he passed. The youngest of three children lost his balance and fell off his bike. He landed in the center of the right lane and rolled his lunchbox toward the double yellow line on the road. Fortunately, Bob was already taking steps to cautiously pass the children and reacted quickly to the child falling.

A few years ago, we installed forward-facing cameras in our fleet of CMV trucks. Prior to the installation of the cameras, these incidents would probably go unnoticed and unrecognized by people other than the drivers. The cameras have helped on numerous occasions to re-create incidents. It also contributes to our drivers being more cautious and defensive due to the accountability created by the on-site monitoring. This has led to a reduction in both frequency and severity of truck related incidents. Most recently, we have created an incentive program based upon positive behaviors using the technology.

DHM appreciates Bob and all our professional and cautious truck drivers who take safe driving seriously. We are thankful for a happy ending of just skinned hands and knees for this young boy.

At DHM, our employees work for and alongside some great people, and we wanted to offer the opportunity for them to receive recognition for what they do to help make this such a great company.

Employees can nominate coworkers who are innovative, dedicated, safety conscious, productive, have a strong work ethic, or a positive attitude.

Each month employees are chosen from the nominees. Help us congratulate the employees below as they strive for excellence and integrity in every aspect of their work.

JANUARY 2024**LANCE NORTON**

VP of Estimating

**MELISSA YEAGER**

Accounts Payable Specialist

**TUCKER HESS**

Equipment Operator

FEBRUARY 2024**BRADEN MCSHERRY**

Vac Truck Operator

**GRANT BENEDICT**

VP of Operations

**PAUL COLDSMITH**

Superintendent

MARCH 2024**CHUCK SATTERLY**

Truck Driver

**GARY SENENIG**

Lead Surveyor

**SANTIAGO MARQUEZ-CHAPARRO**

Laborer

**TRAVIS CARBAUGH**

Utilities Foreman